



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCE HEADQUARTERS
OFFICE OF THE ADJUTANT GENERAL - CALIFORNIA NATIONAL GUARD
9800 GOETHE ROAD - P.O. BOX 269101
SACRAMENTO, CALIFORNIA 95826-9101

CARSD-J1-FP

17 October 2005

MEMORANDUM FOR California National Guard Soldiers, Airmen, Their Families, and Loved Ones

SUBJECT: The Adjutant General's Intent – Family Readiness

1. In my career, I have been fortunate to hold command at several different levels within the California National Guard. Whether at company or battalion, the state Army Recruiting and Retention or Counterdrug Task Force, as Assistant Division Commander, 40th Infantry Division, or Commanding General of a multi-national brigade in Kosovo, I have seen the absolute need for an aggressive Family Readiness Program that focuses on enhancing the ability of our families and loved ones to accept and thrive through the missions we are called to perform. I see it no differently now as the Adjutant General. Effective Family Readiness Programs throughout the chain of command make a difference as we work to retain quality Soldiers and Airmen and develop a premier state defense force.

2. Our families serve too - whether it is holding down the homefront or volunteering to work with the unit Family Readiness Group. It is my intent to honor that service and to ensure that the guidance and resources are available for a successful Family Readiness system in the California National Guard. There is a community of concern in California; it is made up of anyone who is concerned about our Soldiers, Airmen and their families. Of course, this also includes the parents and siblings of our single troops, employers and their communities. All of them need to be involved in our mission of enhanced Family Readiness.

3. Commanders – as with everything else, a successful Family Readiness Program rests in the support and ingenuity of the commander. Your role cannot be passed off to anyone else on your staff nor to volunteers who want to enhance the program. Your role in this is so vital that I believe Family Readiness is a ratable item on your Officer Evaluation Report (OER), as well as subordinates' OERs and Non-commissioned Officer Evaluation Reports (NCOER). It is my intent to ask you about your program and to talk with your Family Readiness teams to know the issues and the best practices. The following items are expected from every commander in the California National Guard:

a. Commander's intent/vision memorandum, providing guidance to your staff, troops, and families/loved ones on the unit/command's Family Readiness Program.

b. An assigned and proactive additional duty Military Point of Contact for Family Readiness. This individual should be someone who is empathetic about Family Readiness issues and has access to you to resolve these issues.

c. A command climate that encourages and proactively supports a working family member chain of concern with volunteers dynamically involved in developing the vital communication, information, and morale building activities inherent to a Family Readiness Group, whether during peacetime or deployment.

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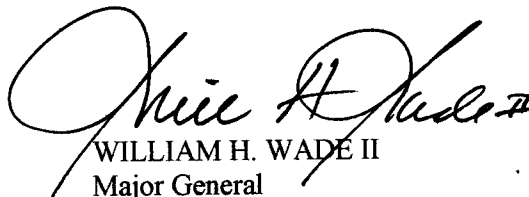
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d. Visible and consistent support to staff, guardmembers, and families/loved ones as they seek the resources and information needed to be a combat multiplier for the California National Guard.

4. Guardmembers (whether married or single) – it remains your responsibility to guarantee the readiness of your family members or anyone else who affects your ability to successfully serve in the California National Guard. Besides completing the necessary administrative tasks, you must be aware of the benefits and entitlements offered as well as the local community resources that will come into play if you deploy or are away from home attending a service school. It is vital that you provide information about your unit Family Readiness Group and the programs and activities it conducts to your own family, loved ones, and those involved in dealing with your personal affairs.

5. Families and those who support our guardmembers – the Guard cannot do what needs to be done without you and your support. My wife Leslie and I honor you and encourage you to be involved. We have always lived this guard life as a team, and Leslie is ready to continue to work with and for the families of this state. She will be working with the Operation Ready Families Program to enhance information and training programs as well as activities and programs for guard youth. Thank you for the support you provide your guardmember and our National Guard.

6. In closing, my intent is not just to preach the value of ready families - it is to “walk the walk.” We as leaders accept our positions to ensure the California National Guard is ready, reliable, and relevant; none of the three will be accomplished if we disregard our families, employers and communities, or if we pass off our leadership responsibilities to someone else. The Operation Ready Families Program stands ready to assist in your efforts with information, training, and other resources. Its website (www.calguard.ca.gov/readymfamilies/) should be checked regularly for updates on materials, training courses, and new benefits. If you have questions or need assistance, please don't hesitate to call the Family Readiness Program at (800) 449-9662. When it comes to Soldiers, Airmen, Families and the communities in which they live and serve, “Failure is not an option and mediocrity is not acceptable.”


WILLIAM H. WADE II
Major General
The Adjutant General

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